



CALIFORNIA STATE PERSONNEL BOARD

801 Capitol Mall • Sacramento, California 95814

NOTICE OF EFFECTIVE DATE OF NEW REGULATIONS

**California Code of Regulations
Title 2, Administration
Division 1, Administrative Personnel**

DATE: September 26, 2000

TO: MEMBERS OF THE GOVERNOR'S CABINET, ALL STATE AGENCIES AND
EMPLOYEE ORGANIZATIONS

SUBJECT: Equal Opportunity Goals for Minorities and Women

This memorandum is to advise you that the proposed revision to the California Code of Regulations (CCR), as substantively described in the State Personnel Board's (SPB) Notice of Modification of Proposed Regulations dated June 15, 2000, became effective on September 26, 2000. A copy of the final regulations is attached. These final regulations will be published in the CCR, Title 2, new Sections 547.80 and 547.81.

In summary, Section 547.80 defines terminology needed to ensure that the statutory and regulatory provisions for establishing employment goals and timetable for minorities and women are clear and understandable. Many of the definitions repeat the definitions contained in Government Code sections or other SPB regulations (California Code of Regulations, Title 2) for ease of reference and clarity. Others are based on federal definitions, case law, or operational necessity.

Section 547.81 is needed to provide procedural guidance to departments regarding how to establish annual employment goals for minorities and women. Government Code Section 19790 requires departments to annually conduct a work force analysis and to set employment goals for underutilized minority groups and women. Section 19792(b) requires that the SPB develop guidelines for departments. In developing the procedures, the SPB used principles outlined in the following Supreme Court cases: *Wygant v. Jackson Board of Education* (1986), 476 U.S. 267; *Johnson v. Santa Clara Transportation Agency* (1987), 480 U.S. 616; and *Wards Cove Packing Co. v. Atonio* (1989), 490 U.S. 642.

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CONTACT PERSON:

Please direct any inquiries regarding this action to Ted Edwards at (916) 653-1276, or write to Ted Edwards at the State Personnel Board, P.O. Box 944201, Sacramento, CA 94244-2010.

LAURA M. AGUILERA, Chief
Personnel Resources and Innovations Division

Attachment: Text of Final Regulations